

PAY DIFFERENTIAL 135
RECRUITMENT AND RETENTION ANNUAL DIFFERENTIAL PAY – CALIPATRIA
AND CENTINELA STATE PRISONS – UNITS 01, 03, 04, 06, 09, 10, 11, 12, 13, 15,
16, 17, 18, 19, 20, AND EXCLUDED EMPLOYEES

Established: 07/01/98

Revised:

07/01/98, 07/01/99, 07/01/01, 7/03/01, 10/01/01, 10/31/01, 01/01/02, 04/01/02, 05/01/02, 08/30/02, 07/01/02, 07/01/03

| CLASS TITLE | CBID | DATE AMENDED | DEPARTMENT |
|-----------------------|--|--------------|------------|
| Rank and File: | | | |
| All Classes | R01, R03, R04, R06, R09, R10, R12, R13, R15, R16, R17, R18, R19, R20 | 07/01/98 | A, C |
| All Classes | R06 | 07/01/99 | B |
| All Classes | R10, R12, R16, R18 | 07/01/01 | B |
| All Classes | R19 | 10/31/01 | B |
| All Classes | R01, R03, R04, R11, R15 | 01/01/02 | B |
| All Classes | R17, R20 | 05/01/02 | B |
| All Classes | R09 | 04/01/02 | B |
| All Classes | R13 | 08/30/02 | B |
| Excluded: | | | |
| All Classes | All CBIDs | 07/01/98 | A, C |
| All Classes | S06, M06 | 07/01/99 | B |
| All Classes | S16, M16 | 07/01/01 | B |
| All Classes | S12 | 07/03/01 | B |
| All Classes | S19, M19 | 10/01/01 | B |
| All Classes | S01, M01, S03, M03, S04, S11, S15 | 01/01/02 | B |
| All Classes | S13 | 08/30/02 | B |
| All Classes | S20 | 05/01/02 | B |
| All Classes | S17 | 07/01/02 | B |

| DEPARTMENT | |
|------------|--|
| A | Department of Corrections, Calipatria State Prison |
| B | Department of Corrections, Centinela State Prison |
| C | Prison Industry Authority |

| RATE | EARNINGS ID |
|----------------------------------|-------------|
| \$2400 per year (annual payment) | 9K |

| CRITERIA |
|---|
| Employees who are employed at Calipatria and Centinella State Prisons for 12 consecutive qualifying pay periods shall be eligible for the differential, payable within 30 days following the completion of every 12 consecutive qualifying pay periods. |
| If an employee voluntarily terminates, transfers, or is discharged prior to completing 12 consecutive qualifying pay periods there will be no pro rata payment for those months served. |

CRITERIA - CONTINUED

If an employee promotes to a different facility or department not covered in the bargaining unit contract, prior to the completion of 12 consecutive qualifying pay periods, there shall be no pro rata to this recruitment and retention bonus.

If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying pay periods at each location cumulate.

The \$2400 bonus may be prorated if the employee would have otherwise qualified if he/she had not died while employed in a facility, which qualifies for the bonus.

If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.

No payments shall be made prior to August 1, 1999.

When an employee is granted a leave of absence, the employee will not accrue time toward the 12 qualifying pay periods. (Refer to each bargaining unit contract language where listed.)

Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked during the 12 consecutive qualifying pay periods.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

| | |
|---|-----|
| PRO RATED | Yes |
| SUBJECT TO QUALIFYING PAY PERIOD | Yes |
| ALL TIME BASES AND TENURES ARE ELIGIBLE | Yes |
| SUBJECT TO PERS DEDUCTION | No |

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

| | |
|-------------------|---------------|
| OVERTIME | No/Yes (FLSA) |
| IDL | Yes |
| EIDL | Yes |
| NDI | No |
| LUMP SUM VACATION | No |
| LUMP SUM SICK | No |
| LUMP SUM EXTRA | No |